

The Publication of Nurse staffing Data – August 2020

In accordance with National Quality Board and NHSI requirements to provide assurance on safe staffing the Trust has published monthly reports detailing planned and actual staffing on a shift by shift basis for the previous month and presented monthly to the Board since May 2014 as part of the Integrated Performance Report. The data is reported externally via Unify2 and is also published on a dedicated area of the Trust website and to the relevant hospital profile on NHS Choices. Reported data derived from the Healthroster system shows an average overall fill rate of 90.8% compared to 91.4% in July-20.

Care Hours per patient day (CHPPD) relates actual staffing to patient numbers and includes registered staff and care staff hours against the cumulative total of patients on the ward at 23.59hrs each day during the month. CHPPD is similar to last month and outside the upper control limit. The change is due to a reduction in cumulative total of patients on wards at 23.59 since March-20. The range is usually from around 5.0 to 7.0 hours of care per patient on medical wards to over 25 within critical care areas where one to one care is required. Comparison with peers within Model Hospital for Feb-20, the latest available, shows EKHUFT in quartile 2 against organisations rated 'outstanding' and peers in relation to clinical output and spend.

Figure 1 shows % hours filled against planned by ward. Some wards achieve higher than 100% due to additional shifts worked through NHS-P during times of increased demand and contingency bed use. All agency hours worked have been included in this report along with the majority of all Managed Service agency shifts and retrospective shifts.

Lower fill rates are largely linked to vacancies and sickness, as well as parenting leave. Annual leave spread is monitored to ensure consistent 11-17% rates and RAG rating for unavailability is provided below. Fill to vacant shifts is requested via the Healthroster interface with NHSP but poor shift fill by bank and agency in some wards requires mitigating actions to ensure quality and patient safety. Detail on key quality indicators are analysed by ward within the heat map report.

Annual Leave	<11.0%
	>17.0%
Sickness	>2.5%
Parenting	>3.0%

Low registered nurse day shift fill rates are seen on several wards (five wards at K&C and three wards at QEQM), which reflect high vacancy levels, sickness and parenting leave. CHPPD was maintained above 5.5 on all these wards. Risks are currently mitigated through staff moves, increased use of support workers, temporary staff and Matron support:

- Analysis of our quality metrics and heatmap for July (most recent available) does not show any clear correlation between staffing levels and harm for the wards showing lower fill rates with the exception of the following 5 wards:
 - Brabourne reported 4 falls;
 - Invicta reported 1 C.Diff infection and temporary staff use was 18% of the total staff hours but CHPPD was relatively high at 10.61;
 - St Lawrence reported 2% patients not recommending to friends and family, with 21% patients not satisfied with help provided to eat meals. Temporary staff hours were 21% of the total staff hours but CHPPD was relatively high at 15.2;
 - Bishopstone reported one fall and temporary staff use at 21% of the total staff hours but CHPPD was acceptable at 7.0;
 - Seabathing reported 3 falls and one C.Diff infection but CHPPD was acceptable at 5.53.

Actions in place include:

- Skill-mix changes are made, such as using a healthcare assistant if a registered nurse is not available. This explains why some fill rates are high for 'Care Staff';
- The Trust has a proactive nursing workforce recruitment programme. Two dedicated Matrons are focused solely on recruitment and retention and an overseas campaign is in place. 159 further overseas nurses will be joining the Trust between October-20 and January-21 now that international borders are re-opened following closure during the COVID-19 pandemic;
- 38 overseas nurses have been supported to achieve their NMC PIN so far this year. A further 75 overseas nurses who have had their OSCE examination postponed have taken up temporary registration with the NMC and have been working as registered nurses from 27th April. 42 have now successfully passed their exam and will achieve their NMC PIN no. within weeks. A further 29 will take their OSCE exam before Nov-20;
- 60 newly qualified nurses joined the Trust in early September;
- The twice daily site reports make staffing risks and mitigations visible to managers, leaders and the Executive team.

Figure 1. % hours filled against planned and CHPPD by ward during August 2020

	DAY		NIGHT		Care Hours Per Patient Day			Unavailability %					
	Average fill rate registered nurses/ (nurses/100%)	Average fill rate care staff (%)	Average fill rate registered nurses/ (nurses/100%)	Average fill rate care staff (%)	Registered midwives /nurses	Care Staff	Overall	A/L Registered	A/L Unregistered	Sickness Registered	Sickness Unregistered	Parenting Registered	Parenting Unregistered
Cancer													
KC Brabourne Haematology Ward	74%	92%	100%	N/A	18.35	4.12	22.47	14.80%	8.50%	10.10%	14.10%	0.00%	0.00%
GSM													
WH Cambridge J2 Ward	110%	98%	106%	115%	4.48	4.11	8.59	16.30%	10.70%	2.90%	2.50%	14.20%	5.00%
WH Cambridge K Ward	108%	101%	142%	105%	4.68	3.15	7.83	11.90%	13.40%	9.20%	2.00%	0.00%	4.60%
Cambridge M1	110%	125%	140%	188%	4.97	3.80	8.76	15.90%	12.70%	2.60%	6.00%	0.07%	0.00%
WH Cambridge M2 Ward	110%	125%	140%	188%	5.47	4.18	9.65	15.90%	12.70%	2.60%	6.00%	0.07%	0.00%
QE Coronary Care Unit	90%	124%	98%	100%	5.25	3.64	8.89	15.30%	15.80%	19.30%	0.00%	0.00%	0.00%
WH Oxford Ward	125%	138%	181%	284%	13.27	9.54	22.81	16.70%	20.60%	2.40%	12.50%	17.50%	0.00%
QE Sandwich Bay Ward	119%	137%	109%	249%	6.61	5.78	12.39	13.50%	21.60%	0.40%	0.00%	4.60%	0.00%
QE St Margarets Ward	103%	124%	102%	163%	3.33	4.87	8.20	13.90%	11.80%	0.00%	8.50%	0.00%	1.70%
QE Deal Ward	95%	183%	144%	176%	3.37	4.06	7.43	17.30%	14.80%	10.80%	5.40%	0.00%	0.50%
KC Harvey Neurorehab	81%	107%	107%	200%	3.86	5.38	9.24	16.00%	12.60%	12.00%	6.20%	0.00%	0.00%
KC Invicta Ward	72%	85%	67%	83%	4.93	5.68	10.61	27.10%	18.30%	41.80%	41.02%	11.50%	5.10%
WH Cambridge L Rehab Ward	120%	93%	219%	97%	4.43	3.02	7.46	12.00%	13.40%	7.40%	6.30%	0.00%	0.00%
KC Treble Ward	86%	156%	121%	133%	4.94	7.34	12.28	10.20%	15.70%	15.60%	13.70%	3.20%	0.00%
QE Fordwich	1%	N/A	N/A	N/A				0.00%	0.00%	36.50%	0.00%	36.50%	97.80%
KC Kingston	82%	147%	77%	131%	6.15	9.27	15.42	17.00%	15.20%	4.40%	5.80%	0.00%	3.90%
KC Harbledown Ward	N/A	N/A	N/A	N/A				15.80%	14.20%	5.10%	2.80%	0.00%	12.60%
QE St Augustine Ward	80%	149%	96%	172%	2.23	4.86	7.09	13.80%	18.70%	10.60%	13.30%	5.30%	4.00%
WH Bartholomew	85%	168%	143%	113%	4.07	3.23	7.30	14.90%	10.00%	1.30%	1.90%	4.40%	13.10%
QE Quex Ward	87%	185%	102%	104%	2.78	4.41	7.19	20.30%	12.90%	6.80%	5.30%	0.00%	3.70%
WH Kings C2	102%	144%	96%	126%	3.79	3.42	7.21	17.00%	17.90%	0.00%	7.50%	0.00%	0.00%
KC Marlowe Ward	97%	82%	85%	75%	7.26	4.89	12.15	22.60%	12.80%	5.80%	2.30%	3.70%	0.00%
S&A													
QE Cheerful Sparrow Female	83%	96%	92%	94%	2.64	3.21	5.85	13.10%	16.50%	20.90%	14.90%	0.00%	4.80%
KC Clarke Ward	47%	96%	106%	90%	5.65	6.45	12.09	19.80%	15.60%	14.40%	4.90%	0.00%	5.40%
QE Cheerful Sparrow Male	59%	65%	90%	83%	96.17	143.75	239.92	21.40%	15.50%	14.50%	14.00%	0.00%	3.50%
KC Kent Ward	71%	69%	102%	35%	6.53	6.00	12.54	13.00%	16.00%	1.30%	0.70%	16.50%	0.00%
WH Kings B	116%	65%	106%	69%	3.20	3.25	6.45	16.80%	16.90%	5.20%	1.80%	0.00%	4.90%
WH Kings A2	96%	66%	99%	77%	3.12	3.32	6.44	15.40%	12.10%	2.60%	6.10%	0.00%	7.40%
WH Kings C	114%	106%	103%	111%	3.15	3.32	6.47	21.60%	15.00%	4.20%	0.60%	0.00%	15.70%
WH Kings D	119%	62%	129%	65%	4.37	3.53	7.90	19.00%	19.80%	3.30%	6.30%	5.10%	2.90%
QE Bishopstone - split	57%	29%	95%	37%	3.74	3.28	7.02	18.30%	11.40%	25.50%	21.40%	0.00%	0.00%
KC St Lawrence Ward	74%	65%	98%	32%	9.91	5.38	15.29	17.10%	20.10%	0.30%	11.70%	0.00%	0.00%
QE Seabathing	44%	126%	83%	114%	1.98	3.55	5.53	26.00%	13.90%	20.70%	12.30%	0.00%	2.20%
WH Critical Care	139%	69%	139%	106%	43.27	3.05	46.32	15.40%	12.90%	4.10%	5.50%	5.00%	8.60%
KC Critical Care	94%	-6596%	95%	3054%	42.98	11.53	54.50	18.90%	11.00%	5.90%	3.60%	7.10%	0.00%
QE Critical Care	108%	N/A	103%	N/A	42.37	1.24	43.62	13.80%	20.00%	2.60%	5.60%	3.20%	4.60%
SHN													
WH Rotary Suite	85%	91%	101%	100%	5.41	4.53	9.94	16.30%	14.10%	6.20%	8.80%	0.00%	11.50%
UEC													
KC MIU	74%	95%	97%	N/A				15.40%	17.40%	13.30%	33.70%	0.00%	0.00%
WH CDU/Bethersden	97%	107%	109%	107%	8.36	5.01	13.36	16.40%	16.00%	3.00%	8.70%	2.20%	2.80%
QE Minster	136%	95%	184%	235%	4.66	5.93	10.59	17.10%	10.00%	1.30%	3.80%	0.00%	9.30%
QE CDU	82%	100%	83%	93%				15.10%	14.80%	2.40%	9.60%	9.70%	0.00%
W&C													
WH NICU	77%	65%	87%	68%	13.65	2.13	15.78	16.40%	18.60%	5.70%	3.90%	4.20%	0.00%
WH Padua Ward	108%	31%	97%	21%	12.42	1.35	13.77	19.00%	24.60%	3.30%	2.80%	0.00%	0.00%
QE Rainbow Ward	109%	49%	88%	20%	9.82	3.44	13.26	18.40%	5.90%	0.30%	4.90%	9.70%	0.00%
QE Birchington Ward	74%	148%	99%	139%	6.58	7.25	13.84	17.10%	12.30%	0.80%	9.80%	0.00%	0.00%
WH Kennington Ward	100%	111%	100%	N/A	4.29	3.11	7.40	15.20%	8.90%	13.60%	11.00%	0.30%	0.00%
WH Maternity Labour and Folkestone	94%	32%	94%	29%	31.28	14.29	45.57	15.70%	66.20%	9.90%	20.50%	3.80%	7.70%
MLU WHH	98%	92%	99%	94%	46.30	21.62	67.92	18.60%	9.80%	4.90%	13.30%	0.00%	0.00%
QE Maternity Wards	94%	52%	87%	43%	17.58	7.72	25.31	14.70%	62.70%	6.00%	12.90%	4.90%	0.00%
QE MLU	53%	68%	36%	84%				8.70%	13.50%	18.70%	35.00%	20.30%	0.00%
QE SCBU	92%	74%	98%	55%	28.08	6.54	34.62	15.60%	36.60%	11.50%	5.90%	2.90%	0.00%